

# The Risky Business of Supervision

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# Case Study Research

- To explore the role of supervisor of midwives in the notification of critical incidents



# Literature Review

- It is “striking that after 95 years of statutory supervision, there is little clear evidence within the literature that supervision has improved the quality of care to women using the maternity services” Hawksworth et al (1998)



The Supervisory role with regards to risk management is set out in Rule 15 of the Midwives Rules & Standards (NMC, 2004) to ensure that incidents which cause serious concern relating to maternity care or midwifery practice are notified to the Local Supervising Authority Midwifery Officer (LSAMO).



# Study examined the following...

1. How do supervisors of midwives notify serious untoward incidents?
2. How do supervisors of midwives develop skills and expertise in critical incident handling
3. What do supervisors of midwives understand in relation to Rule 15?
4. Why do supervisors of midwives have a role in critical notification?



# Data Collection

- 8 Participants
- Documentary analysis of Nursing and Midwifery Council documentation



# Theme 1

## The ways in which SoM develop the skills and knowledge

- Peer support and supervisory network
- The Doing
- Preparation of SoM programme
- LSA framework
- Ongoing professional development



# Theme 2

## The skills needed for critical incident notification

- Counselling
- Report writing
- Questioning
- Sensitivity
- Self awareness
- Reviewing records
- Forming time lines
- Presenting facts
- Finding information
- Ability to protect women
- Assessment of the situation
- Being Non judgemental
- Scrutiny of peers practice
- Risk Management
- Lesson learning
- Willing to Challenge
- Using evidence to back up findings
- Making recommendations





# Theme 3

## The knowledge needed for critical incident notification

- Clinical Knowledge
- Research & evidence based practice
- NMC codes, Rules & Fitness to practice
- Supervised Practice standards
- The relevance of the incident
- Background knowledge to incident
- Guidelines & Policies
- Normal standards
- Knowledge of the service
- Clinical Gov Framework
- Up to date CPD



# Theme 4

- The outcome of supervisor of midwives in the notification of critical incidents
- “The core purpose of supervision is to protect women and babies by actively promoting a safe standard of midwifery practice”



# Theme 4

- “the ethos of supervision is to protect the public”
- “Some incidents have led to radical changes in practice”
- “Midwives involved will be provided with a clear action plan through a supportive investigation process”

# Theme 4

- “ It is important to learn from incidents”
- It can support the midwife to demonstrate what has been learnt”
- “Supervision closes the loop”
- “I was hoping for more .....

# The Risky business.....

- Successful risk management is ensuring incidents are reported, by having effective reporting systems
- It is evident that supervisors of midwives are playing a key role in the notification of critical incidents

# The Risky business.....

- Supervision of midwives is a vehicle for empowerment, reflection and support following a critical incident much needed for a nurturing and learning culture of midwifery

# The Risky business.....

- Supervisors of Midwives have a central role in influencing learning at local and national level, with the King's fund (2008) identified supervision is a rich source of learning from incidents

# The Risky business.....

- Undertaking the study increased my awareness of patient safety agencies such as NPSA which could have an increased interface with statutory supervision such as “report and learning systems”
- The Kings fund (2008) have recommended more collaborative working



# Recommendations for Practice

- Networks of peer support / learning
- Balance the role of support v scrutiny



# Recommendations for Education

- Prep Course to ensure all SoM have the knowledge and skills
- Training needs analysis to ensure existing SoM have the skills and knowledge
- Consistent continual professional development



# Recommendations for Management

- NMC guidance for clarity and consistency
- LSA to consider action plan that reflects local learning and trends
- LSA links with NPSA / Reporting and Learning systems



# Recommendations for Research

- Wider research to capture national picture
- Further research on how SoM's learn and maintain their skills
- Further research on the effects of SoM in dealing with critical incidents / impact for midwives and maternity services

